

"Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174."

U.S. Department of Labor (DOL)

U.S. Department of Labor (DOL)

Complaint Activity	Comparative Data Previous Fiscal Year Data					2011 thru 12/31
	2006	2007	2008	2009	2010	
Number of Complaints Filed	123	126	133	94	127	33
Number of Amendments	55	13	13	3	3	0
Number of Complainants	117	112	114	91	123	33
Repeat Filers	4	10	14	3	4	0

Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2011 thru 12/31
	2006	2007	2008	2009	2010	
Race	75	60	69	48	77	21
Color	32	22	35	16	24	5
Religion	8	8	7	6	6	1
Reprisal	103	71	89	41	77	15
Sex	49	42	58	34	59	13
National Origin	26	16	16	10	23	4
Equal Pay	0	2	0	0	3	0
Age	73	68	75	38	58	12
Disability	42	47	46	25	32	6
Non-EEO Basis	1	6	4	1	4	2

Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2011 thru 12/31
	2006	2007	2008	2009	2010	
Appointment/Hire	1	1	0	1	1	0
Assignment of Duties	15	8	8	2	3	2
Awards	0	3	1	1	2	0
Conversion to Full-Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	1	2	0
Reprimand	3	4	2	0	4	0
Termination	12	7	15	10	9	3
Suspension	6	3	4	2	4	0
Other	4	2	3	3	3	1
Duty Hours	6	1	2	1	0	0
Equal Pay Act Violation	0	1	0	2	4	0
Evaluation/Appraisal	29	14	18	21	18	6
Examination/Test	1	1	0	0	0	0
Harrassment						
Nonsexual	33	24	22	16	47	17
Sexual	5	2	3	0	1	1
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	1	1	0	1	0	0
Performance Improvement Plan (PIP)	1	3	3	2	7	0
Promotion/Non-Selection	39	51	44	26	41	6
Reassignment						
Request Denied	2	0	1	0	0	0
Directed	5	5	4	1	2	0
Failure to Accommodate	5	12	7	6	8	0
Reinstatement	0	0	0	0	0	0
Retirement	1	0	0	0	0	0
Terms/Conditions of Employment	57	40	44	31	21	2

U.S. Department of Labor (DOL)

U.S. Department of Labor (DOL)

Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2011 thru 12/31
	2006	2007	2008	2009	2010	
Time and Attendance	7	6	7	0	5	0
Training	3	5	1	2	5	0
Other	12	18	7	4	8	1

Processing Time	Comparative Data Previous Fiscal Year Data					2011 thru 12/31
	2006	2007	2008	2009	2010	
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	175	139	143	133	130	63
Average number of days in final action stage	99	75	61	45	50	30
Complaints pending (for any length of time) during fiscal year where hearing was requested						
Average number of days in investigation stage	194	160	178	128	123	23
Average number of days in final action stage	46	31	36	32	36	26
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	169	134	136	134	130	64
Average number of days in final action stage	112	96	73	51	57	33

Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data					2011 thru 12/31
	2006	2007	2008	2009	2010	
Total Complaints Dismissed By Agency	31	20	21	7	13	4
Average days pending prior to dismissal	191.23	261.00	133.00	43.00	67.00	42.00
Complaints Withdrawn by Complainants						
Total complaints Withdrawn by Complainants	14	12	9	11	11	2

Total Final Actions Finding Discrimination	Comparative Data Previous Fiscal Year Data										2011 thru 12/31	
	2006		2007		2008		2009		2010			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4	100 %	8	100 %	6	100 %	1	100 %	2	100 %	1	100 %
Without Hearing	2	50 %	1	13 %	2	33 %	1	100 %	0	0 %	0	0 %
With Hearing	2	50 %	7	88 %	4	67 %	0	0 %	2	100 %	1	100 %

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										2011 thru 12/31	
	2006		2007		2008		2009		2010			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6	100 %	10	100 %	7	100 %	1	100 %	2	100 %	1	100 %
Race	0	0 %	2	20 %	1	14 %	0	0 %	0	0 %	0	0 %
Color	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Religion	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Reprisal	3	50 %	1	10 %	4	57 %	0	0 %	0	0 %	0	0 %
Sex	0	0 %	0	0 %	1	14 %	1	100 %	0	0 %	0	0 %
National Origin	0	0 %	2	20 %	0	0 %	0	0 %	0	0 %	0	0 %
Equal Pay	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Age	0	0 %	2	20 %	0	0 %	0	0 %	0	0 %	1	100 %
Disability	3	50 %	3	30 %	1	14 %	0	0 %	2	100 %	0	0 %

U.S. Department of Labor (DOL)

U.S. Department of Labor (DOL)

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										2011 thru 12/31				
	2006			2007		2008		2009		2010					
	#	%		#	%		#	%		#	%		#	%	
Non-EEO Basis	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Findings After Hearing	4	67	%	9	90	%	5	71	%	0	0	%	2	100	%
Race	0	0	%	2	22	%	1	20	%	0	0	%	0	0	%
Color	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Religion	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Reprisal	2	50	%	1	11	%	3	60	%	0	0	%	0	0	%
Sex	0	0	%	0	0	%	1	20	%	0	0	%	0	0	%
National Origin	0	0	%	2	22	%	0	0	%	0	0	%	0	0	%
Equal Pay	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Age	0	0	%	2	22	%	0	0	%	0	0	%	0	0	%
Disability	2	50	%	2	22	%	0	0	%	0	0	%	2	100	%
Non-EEO Basis	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Findings Without Hearing	2	33	%	1	10	%	2	29	%	1	100	%	0	0	%
Race	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Color	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Religion	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Reprisal	1	50	%	0	0	%	1	50	%	0	0	%	0	0	%
Sex	0	0	%	0	0	%	0	0	%	1	100	%	0	0	%
National Origin	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Equal Pay	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Age	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%
Disability	1	50	%	1	100	%	1	50	%	0	0	%	0	0	%
Non-EEO Basis	0	0	%	0	0	%	0	0	%	0	0	%	0	0	%

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data											2011 thru 12/31	
	2006		2007		2008		2009		2010				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	4	100 %	11	100 %	7	100 %	1	100 %	2	100 %	1	100 %	
Appointment/Hire	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Assignment of Duties	0	0 %	1	9 %	0	0 %	0	0 %	0	0 %	0	0 %	
Awards	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Conversion to Full-Time	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Disciplinary Action													
Demotion	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Reprimand	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Termination	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Suspension	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Other	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Duty Hours	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Equal Pay Act Violation	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Evaluation/Appraisal	0	0 %	1	9 %	1	14 %	0	0 %	0	0 %	0	0 %	
Examination/Test	0	0 %	1	9 %	0	0 %	0	0 %	0	0 %	0	0 %	
Harrassment													
Nonsexual	1	25 %	2	18 %	0	0 %	0	0 %	0	0 %	0	0 %	

U.S. Department of Labor (DOL)

U.S. Department of Labor (DOL)

Findings of Discrimination Rendered by Issue	Comparative Data											2011 thru 12/31	
	Previous Fiscal Year Data												
	2006			2007		2008		2009		2010			
	#	%	#	%	#	%	#	%	#	%	#	%	
Sexual	0	0 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %	
Medical Examination	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Pay Including Overtime	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Performance Improvement Plan (PIP)	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Promotion/Non-Selection	1	25 %	3	27 %	1	14 %	0	0 %	1	50 %	1	100 %	
Reassignment													
Request Denied	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Directed	0	0 %	1	9 %	1	14 %	0	0 %	0	0 %	0	0 %	
Failure to Accommodate	1	25 %	2	18 %	1	14 %	0	0 %	0	0 %	0	0 %	
Reinstatement	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Retirement	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Terms/Conditions of Employment	0	0 %	0	0 %	3	43 %	0	0 %	1	50 %	0	0 %	
Time and Attendance	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Training	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Other	1	25 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Findings Afer Hearing	2	50 %	9	82 %	5	71 %	0	0 %	2	100 %	1	100 %	
Appointment/Hire	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Assignment of Duties	0	0 %	1	11 %	0	0 %	0	0 %	0	0 %	0	0 %	
Awards	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Conversion to Full-Time	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Disciplinary Action													
Demotion	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Reprimand	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Termination	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Suspension	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Other	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Duty Hours	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Equal Pay Act Violation	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Evaluation/Appraisal	0	0 %	1	11 %	1	20 %	0	0 %	0	0 %	0	0 %	
Examination/Test	0	0 %	0	0 %	0	0 %			0	0 %	0	0 %	
Harrassment													
Nonsexual	1	50 %	2	22 %	0	0 %	0	0 %	0	0 %	0	0 %	
Sexual	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Medical Examination	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Pay Including Overtime	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Performance Improvement Plan (PIP)	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Promotion/Non-Selection	0	0 %	2	22 %	1	20 %	0	0 %	1	50 %	1	100 %	
Reassignment													
Request Denied	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Directed	0	0 %	1	11 %	1	20 %	0	0 %	0	0 %	0	0 %	
Failure to Accommodate	1	50 %	2	22 %	0	0 %	0	0 %	0	0 %	0	0 %	
Reinstatement	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Retirement	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Terms/Conditions of Employment	0	0 %	0	0 %	2	40 %	0	0 %	1	50 %	0	0 %	
Time and Attendance	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	

U.S. Department of Labor (DOL)

U.S. Department of Labor (DOL)

Findings of Discrimination Rendered by Issue	Comparative Data												2011 thru 12/31	
	Previous Fiscal Year Data													
	2006		2007		2008		2009		2010					
	#	%	#	%	#	%	#	%	#	%	#	%		
Training	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Other	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Findings Without Hearing	2	50 %	2	18 %	2	29 %	1	100 %	0	0 %	0	0 %		
Appointment/Hire	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Assignment of Duties	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Awards	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Conversion to Full-Time	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Disciplinary Action														
Demotion	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Reprimand	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Termination	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Suspension	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Other	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Duty Hours	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Equal Pay Act Violation	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Evaluation/Appraisal	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Examination/Test	0	0 %	1	50 %	0	0 %	0	0 %	0	0 %	0	0 %		
Harrassment														
Nonsexual	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Sexual	0	0 %	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %		
Medical Examination	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Pay Including Overtime	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Performance Improvement Plan (PIP)	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Promotion/Non-Selection	1	50 %	1	50 %	0	0 %	0	0 %	0	0 %	0	0 %		
Reassignment														
Request Denied	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Directed	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Failure to Accommodate	0	0 %	0	0 %	1	50 %	0	0 %	0	0 %	0	0 %		
Reinstatement	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Retirement	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Terms/Conditions of Employment	0	0 %	0	0 %	1	50 %	0	0 %	0	0 %	0	0 %		
Time and Attendance	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Training	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		
Other	1	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %		

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data Previous Fiscal Year Data					2011 thru 12/31
	2006	2007	2008	2009	2010	
Total complaints from previous Fiscal Years	140	90	61	73	60	135
Total Complainants	98	53	40	51	42	116
Number complaints pending						
Investigation	13	3	5	4	3	42
Hearing	79	71	44	69	57	82
Final Agency Action	19	12	2	0	3	0
Appeal with EEOC Office of Federal Operations	19	31	38	32	35	37

U.S. Department of Labor (DOL)

U.S. Department of Labor (DOL)

Complaint Investigations	Comparative Data Previous Fiscal Year Data					2011 thru 12/31 14
	2006	2007	2008	2009	2010	
Pending Completion Where Investigation Exceeds Required Time Frames	90	77	75	22	27	14